



HP Docket No 10007554-1

# DECLARATION UNDER CFR §1.131

1. I, Ravi Chandar, employee of the Hewlett-Packard Company, am the inventor of the subject matter disclosed in U.S. Patent Application 09/896,415 (the "415 application").

2. I conceived the subject matter of the '415 application at least as early as October 3, 2000, on which date we filled out an invention disclosure form of the Hewlett-Packard Company, a copy of which is attached hereto as Exhibit A.

3. Upon information and belief, the invention disclosure form that described the subject matter of the '415 application was provided to the Hewlett-Packard legal department for the purpose of determining whether a patent application should be pursued.

4. Upon information and belief, the Hewlett-Packard legal department regularly and periodically reviews invention disclosure forms that are submitted for the purpose of determining whether patent applications should be prepared and filed.

5. Upon information and belief, it was determined that a patent application should be prepared and filed based upon our invention disclosure and that the invention disclosure was referred to outside counsel for preparation of a patent application.

6. Upon information and belief, on or about December 21, 2000, M. Paul Qualey, Jr., Esquire, was sent a copy of the invention disclosure under cover letter of December 21, 2000, and was requested to prepare a U.S. patent application based upon the subject matter included therein.

7. Mr. Qualey corresponded with me, and prepared a draft application for my review. I approved the final draft of the application by May 14, 2001.

8. Upon information and belief, on May 22, 2001 the application was provided to the Hewlett-Packard legal department by Mr. Qualey for filing with the U.S. Patent and Trademark Office (U.S.P.T.O.).

9. Upon information and belief, the patent application that is now identified as the '415 application was filed with the U.S.P.T.O. on June 28, 2001.

I hereby declare: (a) that all statements made herein of my own knowledge are true; (b) that all statements made on information and belief are believed to be true; (c) that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code; and (d) that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

Ravi Chandar

Ravi Chandar

Date: 3/1/05

Write in dark ink on front side only please?



# INVENTION DISCLOSURE

PDNO

10007554

DATE RCVD

Oct. 03, 2000

PAGE ONE OF

ATTORNEY

RCM

**Instructions:** The information contained in this document is **COMPANY CONFIDENTIAL** and may not be disclosed to others without prior authorization. Submit this disclosure to the HP Legal Department as soon as possible. No patent protection is possible until a patent application is authorized, prepared, and submitted to the Government.

**Descriptive Title of Invention:**

WEB BASED SELECTION TEST THAT WILL BE FILLED BY APPLICANT AND HP CAN

**Name of Project:-**

CANDIDATE SELECTION TEST.

EVALUATE CANDIDATURE  
AGAINST REQUISITION

**Product Name or Number:**

Was a description of the invention published, or are you planning to publish? If so, the date(s) and publication(s):

Was a product including the invention announced, offered for sale, sold, or is such activity proposed? If so, the date(s) and location(s):

Was the invention disclosed to anyone outside of HP, or will such disclosure occur? If so, the date(s) and name(s):

If any of the above situations will occur within 3 months, call your IP attorney or the Legal Department now at 1-898-4919 or 970-898-4919.

Was the invention described in a lab book or other record? If so, please identify (lab book #, etc.)

Was the invention built or tested? If so, the date:

Was this invention made under a government contract? If so, the agency and contract number:

**Description of Invention:** Please preserve all records of the invention and attach additional pages for the following. Each additional page should be signed and dated by the inventor(s) and witness(es).

- A. Description of the construction and operation of the invention (include appropriate schematic, block, & timing diagrams; drawings; samples; graphs; flowcharts; computer listings; test results; etc.)
- B. Advantages of the invention over what has been done before.
- C. Problems solved by the invention.
- D. Prior solutions and their disadvantages (if available, attach copies of product literature, technical articles, patents, etc.).

**Signature of Inventor(s):** Pursuant to my (our) employment agreement, I (we) submit this disclosure on this date: [ ]

RAVI CHANDAR.

Employee No.	Name	Signature	Telnet	Mailstop	Entity & Lab Name
Employee No.	Name	Signature	Telnet	Mailstop	Entity & Lab Name
Employee No.	Name	Signature	Telnet	Mailstop	Entity & Lab Name
Employee No.	Name	Signature	Telnet	Mailstop	Entity & Lab Name

(If more than four inventors, include additional information on another copy of this form and attach to this document)

Write in dark ink on front side only please?

**INVENTION DISCLOSURE**

COMPANY CONFIDENTIAL

PAGE \_\_\_\_ OF \_\_\_\_

**Signature of Witness(es):** (Please try to obtain the signature of the person(s) to whom invention was first disclosed.)

The invention was first explained to, and understood by, me (us) on this date: [ 9/29/00 ]

Full Name Signature Date of Signature

Tavis Perry [Signature] 9/29/00

Full Name Signature Date of Signature

**Inventor & Home Address Information:** (If more than four inventors, include addl. information on a copy of this form & attach to this document)

Inventor's Full Name

RAVI CHANDAR

Street

City State Zip

Do you have a Residential P.O. Address? P.O. BOX City State Zip

Greeted as (nickname, middle name, etc.) Citizenship

Inventor's Full Name

Street

City State Zip

Do you have a Residential P.O. Address? P.O. BOX City State Zip

Greeted as (nickname, middle name, etc.) Citizenship

Inventor's Full Name

Street

City State Zip

Do you have a Residential P.O. Address? P.O. BOX City State Zip

Greeted as (nickname, middle name, etc.) Citizenship

Inventor's Full Name

Street

City State Zip

Do you have a Residential P.O. Address? P.O. BOX City State Zip

Greeted as (nickname, middle name, etc.) Citizenship

WRITE IN DARK INK ON FRONT SIDE ONLY PLEASE?

**Description of Invention:** Please preserve all records of the invention and attach additional pages for the following. Each additional page should be signed and dated by the inventor(s) and witness(es).

A. Description of the construction and operation of the invention (include appropriate schematic, block, & timing diagrams; drawings; samples; graphs; flowcharts; computer listings; test results; etc.)

- WEBSITE WILL BE ACCESSED BY EXTERNAL APPLICANT THROUGH HP, FREEMAN ORGANIZATIONAL INFORMATION
- APPLICANT WILL FILL IN JOB #. TO PULL UP REQUISITION
- APPLICANT WILL BE DIRECTED TO A SELECTION TEST THAT WILL BE POPULATED BY HIRING MANAGER (QUESTIONS WILL BE MULTIPLE CHOICE) RESPONSES
- APPLICANT WILL BE SCORED / ONLY APPLICANTS W/ MINIMUM SCORES WILL BE PUT THROUGH FURTHER INTERVIEWING.

B. Advantages of the invention over what has been done before.

- \* ~~WEEDING~~ ELIMINATING CANDIDATES IF THEY DO NOT FUNDAMENTAL KNOWLEDGE
- \* INCREASED PRODUCTIVITY OF HR STAFF

C. Problems solved by the invention.

D. Prior solutions and their disadvantages (if available, attach copies of product literature, technical articles, patents, etc.).

**CeS**

# **Invention Disclosure Cover Sheet**

Which strategic target(s) does this invention support? (Check any that apply)

**Yes**

<input type="radio"/> Web user interface localization	
<input type="radio"/> Web user interface look & feel	
<input type="radio"/> Web user interface navigation	
<input type="radio"/> Web user interface generation	
<input type="radio"/> Web functionality (tools)	
<input type="radio"/> Content localization	
<input type="radio"/> Content management	
<input type="radio"/> Customer data collection	
<input type="radio"/> Customer data management	
<input checked="" type="radio"/> Infrastructure architectures	Yes
<input type="radio"/> Back-end integration architectures (i.e. call centers and legacy systems)	
<input type="radio"/> E-Commerce Solutions — solutions integrating imaging and printing with enterprise/service provider business processes.	
<input type="radio"/> Internet Centric Architectures (e.g. Performance, Imaging and Printing (I&P) Solution Infrastructure, I&P Spoolers, virtual Personal Printer, Digital Sender like technologies, JetSend like technologies, wireless, other new forms of connectivity, home networking).	
<input type="radio"/> Service and Support (e.g., remote diagnostics (including sensors), predictive maintenance, consumables management, call center enhancements).	
<input type="radio"/> Patent portfolio augmentation to take advantage of licensing revenue opportunities, litigation needs, completion of thematic patent clumps.	
<input type="radio"/> Other (please describe)	

Invention Disclosure No.: 10007554

Author: Ravi Chandar

Title: Web based Selection Test that will be filled by Applicant and HP can evaluate candidature against requisition

Description:

Background:

HP currently advertises its external job openings through its web site, [www.jobs.hp.com](http://www.jobs.hp.com). An external candidate can access this site to see the list of openings, review the details of jobs and apply on line with a resume. The resume is received by Corporate HR and is scanned into HP's Resume Searcher database. Hiring managers can view and retrieve suitable resumes from this database for subsequent screening and recruitment. Sometimes the same candidate is interviewed by different managers and/or organizations for positions and/or disciplines that require similar applicant qualifications. At other times candidates are brought in for interview based on what is stated on their resumes, but in reality are not qualified for the job because they do not know the fundamentals.

Proposal:

It is proposed that each hiring manager create a screening test that will be administered to potential applicants, on-line through the web. The screening test must be tailored to each position as to the questions and the minimum acceptable score for that position. Further, the test will be timed and created such that they comprise of multiple choice questions only. The tests and minimum score requirement will be maintained on a separate "Test" database.

When an applicant accesses [www.jobs.hp.com](http://www.jobs.hp.com) he/she will have the option to take the test if they are interested in submitting a resume. If they are interested, they will be directed on-line, to the "Test" database where they will complete the test. The applicant will be asked to fill out their name and date of test. The system will automatically calculate the score upon completion of the test and inform the candidate of his/her score. The system will also compare the test score with the minimum acceptable score. If the candidate fails the minimum, the system will disallow resume submittal. If the applicant is successful the system would allow resume submittal. In the event that the applicant is successful after several attempts, the final score will be posted on the Resume Searcher database, along with the number of attempts, so that managers can make a qualitative assessment as to the applicant's knowledge and capability.

Process:

Please see the attached flowchart entitled Skills-test.ppt

## WEB BASED SKILLS TEST PROCESS

